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प्राधिकार से प्रकाशित

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No. 10] NEW DELHI, SATURDAY, APRIL 16, 1977 (CHAITRA 26, 1899)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a Separate Compilation:

भाग III—खण्ड 3

(PART III—SECTION 3)

लघु प्रशासनों से सम्बन्धित अधिसूचनाएं

Notifications relating to Minor Administrations

UNION TERRITORY OF DADRA AND NAGAR HAVELI

Silvassa, the 29th March 1977

No. ADM/LAW/164(2)/7/77—Whereas the draft of Notification was published, as required by section 27 of the Minimum Wages Act, 1948 (Act No. 11 of 1948), on page 75 and 77 of the Gazette of Government of India, Part-III, section-3, notification relating to Minor Administrations, dated 11-12-76 under the notification No. ADM/LAW/164(2)/30/76 dated 22-11-76 of the Administration, Dadra and Nagar Haveli, inviting objections/suggestions from all persons likely to be affected thereby till 25-2-1977;

And whereas the said Gazette was made availed to the public on 11th December, 1976,

And whereas the objections/suggestions received from the public were considered;

Now, therefore, in exercise of the powers conferred by section 27 to the Minimum Wages Act, 1948 (No. 11 of 1948), the Administrator, Dadra and Nagar Haveli is pleased to add employments as specified in the Schedule hereto annexed to Part-I of the said Act.

SCHEDULE

The following employments shall be further added to Part-I of the schedule provided to the Minimum Wages Act, 1948, as extended to the whole territory of Dadra and Nagar Haveli alongwith 29 employments already added under the Notification No. ADM/LAW/164(2)/15/75 dated 19-11-1975

(30) Employment in any unit a manufacturing soap, detergent, cleaning powder or other allied products.

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- (31) Employment in any bakery, confectionary or any other food items manufacturing or processing units.
- (32) Employment in any textile processing, dyeing, printing or Garment stitching unit.
- (33) Employment in Polyurethane-Foam manufacturing or Processing in the foam items.
- (34) Employment in any kind of engineering unit, dealing with manufacturing or processing of Iron and Steel item, ferrous or non-ferrous material, electric and electronics items
- (35) Employment in any kind of wood cutting factory, wooden furniture making unit, saw mill, wood processing unit including Katha manufacturing.
- (36) Employment in any kind of chemical or drug manufacturing unit.
- (37) Employment in any watch manufacturing unit.
- (38) Employment in Rexine cloth or similar que items manufacturing unit including wax paper.
- (39) Employment under Agar Batti unit, Match box manufacturing unit, Bidi manufacturing unit
- (40) Employment in any poultry-unit, poultry feed manufacturing unit, fertiliser manufacturing unit or any other agro based unit.
- (41) Employment in units engaged in the manufacture of Candles.
- (42) Employment in the units manufacturing toilet, Cosmetic and other allied products.

(25)

The 30th March 1977

No. ADM/LAW/8/77.—In exercise of the powers conferred by Sub-Section (3) of Section 14 of the Payment of Wages Act, 1936 (No. 4 of 1936) and in supersession of the Notification No. ADM/LAW/113 dated 2-4-1968, the Administrator, Dadra and Nagar Haveli, hereby appoints the Mamladar, Dadra & Nagar Haveli, Silvassa who is also the Inspector under the Factories Act, 1948 (No. 63 of 1948) to be the Inspector, for the purpose of the said act within the whole of the Union Territory, of Dadra and Nagar Haveli and shall exercise his function in respect of all classes of Factories and industrial establishments.

No. ADM/LAW/102/9/77.—The following draft Rules which the Administrator, Dadra and Nagar Haveli propose to make in exercise of the powers conferred by sub-section 2, 3 and 4 of the section 26 of the Payment of Wages Act, 1936 (No. 4 of 1936) are published as required by sub-section (5) of section 26 of the said Act for the information of all persons likely to be affected thereby and notices is hereby given that said draft will be taken into consideration after three months from the date of publication in the govt. of India gazette.

Any objection or suggestion which may be received from any persons with respect to the said draft rules within the period specified will be taken into consideration by the Administrator, Dadra and Nagar Haveli, Silvassa.

Draft Notification.

In exercise of the powers conferred by sub-section (1) and (2) of Payment of Wages Act, 1936 (IV of 36), the Administrator of Dadra and Nagar Haveli is pleased to make the following rules, namely :—

RULES

1. Title :

1. These Rules may be called the Dadra and Nagar Haveli Payment of Wages Rules, 1976.
2. They shall extend to the whole territory of Dadra and Nagar Haveli.

2. Definitions :

In these Rules, unless there is any thing repugnant in the subject or context :—

- (a) "The Act" means the Payment of Wages Act, 1936 (IV of 36).
- (b) "The Authority" means the Authority appointed under Sub-Section 1 of section 15 of the Act;
- (c) "The court" means the court mentioned in sub-section 1 of section 17 of the Act;
- (d) "Deduction for breach of contract" means a deduction made in accordance with the provisions of the proviso 2 sub-section (2) of section 9 ;
- (e) "Deduction for damage or loss" means a deduction made in accordance with the provisions of clause (c) of sub-section (2) of section 7;
- (f) "Establishment" means a factory or an industrial establishment as defined in section 2(ii) of the Act;
- (g) "Form" means a form appended to these rules;
- (h) "Inspector" means an Inspector authorised by or under section 14 of the Act;
- (i) "Labour Commissioner" means the officer appointed as such by the Administrator of Dadra and Nagar Haveli;
- (j) "Section" means a section of the Act;
- (k) "Pay Master" means an employer or other persons responsible under section 3 of the Act for the Payment of wages.

3. Register of Fines :

1. In any establishment in respect of which the employer has obtained approval under sub-section 1 of section 8 of to a list of Acts and omissions in respect of

which fines may be imposed the Paymaster shall maintain a register of fines in Form I.

2. At the beginning of the Register of fines there shall be entered serially numbered the approved purpose of purposes on which the fines realised are to be expended.
3. When any disbursements are made from the fines realised, a deduct entry of the amount so expended shall be made in the Register of fines, and a voucher or receipt in respect of the amount shall be affixed to the Register. Vouchers and Receipts in connection with any expenditure from the fines fund shall be produced for the scrutiny of the Inspector when required by him.

4. Register of deductions for damage or loss :—

In every establishment in which deductions for damage or loss are made the Pay Master shall maintain the register required by sub-section 2 of section 10 in Form II.

5. In every establishment to which this Act applies or is made applicable the Pay Master shall maintain the register of wages in form III :—

Provided that if in the case of any establishment the Labour Commissioner is of the opinion that existing wages sheets or registers maintained by that establishment or at the Head Office thereof, give all the particulars necessary for the enforcement of the Act he may, by order in writing exempt such establishments from maintaining a register of wages required under this rule.

6. Maintenance of Registers :

The registers required by rules 3, 4, 5 and 16 shall always be made available for inspection by Inspector and be preserved by the employer for three years after the date of the last entry made in them.

7. Places for displaying notices :

The Pay Master shall display in a conspicuous place at or near the main entrance of the establishment a notice in English and in the language of the majority of the persons employed therein showing the days on which the wages are to be paid.

8. Prescribed authority :

The Labour Commissioner, shall be the authority competent to approve under sub-section (1) of section 8 of the Act, acts and omissions in respect of which fines may be imposed and, under sub-section (8) of section 8 the purposes on which the proceeds of fines shall be expended.

9. Application in respect of fines :

Every employer requiring the power to impose fines in respect of any acts and omissions on the part of employed person shall send to the Labour Commissioner.

- (a) A list in English in duplicate clearly defining such acts and omissions; and

- (b) in case where the employer himself does not intend to be the sole person empowered to impose fines, a list in duplicate showing those appointments of which the incumbents may pass orders imposing fines.

10. Approval of list :

The Labour Commissioner on receipt of the list referred to in rule 9, may, after such enquiry as he considers necessary, pass orders either

- (a) disapproving the list; or

- (b) approving the list either in its original form or as amended by him in which case such list as amended by him shall be considered to be the approved list.

Provided that no order disapproving or amending any list shall be passed unless the employer is given an opportunity of showing cause in writing why the list as submitted by him should be approved.

11. *Posting of list:*

The employer shall display at or near the main entrance of his establishment a copy in English together with a translation thereof in the language of the majority of the persons employed therein, of the list of acts and omissions approved under rule 10.

12. *Persons authorised to impose fines:*

No fine may be imposed by any person other than the employer or a person holding an appointment named in the list submitted under rule 9.

13. *Procedure in imposing fines and deductions:*

Any person desiring to impose a fine on an employed person or to make a deduction for damage or loss shall explain personally to the said person the act or omission or damage or loss in respect of which the fine or deduction is proposed to be imposed and the amount of the fine or deduction which it is proposed to impose, and shall hear his explanation in the presence of at least one other employed person.

14. *Information to paymaster:*

The person imposing a fine or directing the making of a deduction for damage or loss shall at once inform the paymaster of all the particulars so that the register prescribed in rule 3 or rule 4 may be duly completed.

15. *Deductions for breach of contract:*

(1) No deduction for breach of contract shall be made from the wages of an employed person who is under the age of 15 years or is a woman.

(2) No deduction for breach of contract shall be made from the wages of any employed person unless :

(a) There is a provision in writing forming part of the terms of the contract of employment requiring him to give notice of the termination of his employment; and

(i) the period of this notice does not exceed 15 days or the wage period, whichever is less;

(ii) the period of this notice does not exceed the period of notice which the employer is required to give of the termination of that employment.

(b) This rule has been displayed in English and in the language of the majority of the employed persons at or near the main entrance of the establishment and has been so displayed, for not less than one month before the Commencement of the absence in respect of which the deduction is made.

(c) A notice has been displayed at or near the main entrance of the establishment showing the names of the persons from whom the deduction is proposed to be made, the number of days, wages to be deducted and the conditions if any on which the deduction should be remitted.

Provided that where the deduction is proposed to be made from all the persons employed in any department or section of the establishment it shall be sufficient, in lieu of giving the names of persons in such departments or sections, to specify the department or section affected.

(3) No deduction for breach of contract shall exceed the wages of the person employed for the period by which the notice of termination of services given falls short of the period of such notice required by the contract of employment.

(4) If any conditions have been specified in the notice displayed under clause (c) of sub-rule 2 no deduction for breach of contract shall be made from any person who has complied with these conditions.

16. *Advances:*

(1) An advance of wages not already earned shall not, without the previous permission of an inspector exceed an amount equivalent to the wages earned by a person during the

preceding 4 calendar months or if he has not been employed for that period the wages he is likely to earn during the four subsequent calendar months.

(2) The advance may be recovered in instalments by deductions from wages spread over not more than 18 months. No, instalments shall exceed 1/4 of the wages for the wage period in respect of which the deduction is made.

(3) The amounts of all advances sanctioned and the repayments thereof shall be entered in a register in form IV.

17. *Annual return:*

The paymaster shall send a return in form V in respect of his establishment so as to reach the Labour Commissioner not later than 15th February following the end of the calendar year to which the return relates

18. In every establishment a notice shall be displayed by the paymaster specifying the rates of wages payable to all the persons employed in that establishment other than those who are employed in position of supervision or management.

19. (1) Where the authority or the court as the case may be directs that any cost shall not follow the event, he shall state his reasons for so doing in writing.

(2) The cost which may be awarded shall include.

(a) the charges necessarily incurred on account of court fees;

(b) the charges necessarily incurred on subsistence money to witnesses; and

(c) pleader's fees which shall ordinarily be Rs. 10/- provided that the Authority or the Court, as the case may be, in any proceeding, may reduce the fee to a sum not less than Rs. 5/- or increase it to a sum not exceeding Rs. 30/-.

(3) When a party engages more pleaders than one to defend a case, he shall be allowed one set of costs only.

20. The Authority or the Court, as the case may be, may fix fees on the payment of which any person entitled to do so may obtain copies of any documents filed with the Authority or the Court, as the case may be :

Provided that the Authority or the Court, as the case may be, may, in consideration of the poverty of the applicant, grant copies free of costs.

21. *FEES:*

The fees payable in respect of proceedings under the Act specified in column 1 of the Table below shall be at the rates specified against each of them in column 2 thereof :

TABLE

1	2
(i) An application to summon a witness	Twenty-five naya paise in respect of each witness.
(ii) An application made to the Authority under section 15 of the Act	One per cent of the amount of claim or Re. 1/-, which ever is less.
(iii) An appeal preferred before the District Court under Section 17 of the Act	The same rate of fees as is chargeable in respect of the memorandum of appeal if filled in accordance with the provisions of the Civil Law in force.

22. *Abstracts:*

The abstract of the Act and of the rules made thereunder to be displayed under section 25 shall be in Form VI.

23. *Penalties:* Any breach of any of these rules shall be punishable with fine which may extend to two hundred rupees.

F O R M I

[See rule 3 (1)]

REGISTER OF FINES

Name of Establishment.....

Serial No.	Name of Employed person	Father's or husband's name	Nature of employment	Rate of wages	Wages earned during the wage-period	Act of commission for which fine imposed	Whether woman showed cause, if so, enter date	Date and amount of fine	Date on which fine is realised	Remarks
1	2	3	4	5	6	7	8	9	10	11

F O R M II

(See rule 4)

Register of Deduction for Damage or Loss caused to the Employer by the Neglect or Default of the Employed persons

Name of Establishment

Serial No.	Name of employed person	Father's or Husband's name	Nature of employment	Damages caused and its value	Whether worker showed cause against deduction or not, if so, enter date	The name of the person against whom deduction is heard in respect of an employee engaged by a contractor	Date and amount of deduction imposed	No. of instalments, if any	Date on which total amount is realised	Remarks
1	2	3	4	5	6	7	8	9	10	11

F O R M III

(See rule 5)

REGISTER OF WAGES

Name of Establishment..... Name and address of employer.....

Location.....

Post Office.....

Wage-Period from..... to.....

Serial No.	Name of employer person	Designation	Father's/ husband's name	Total attendance No. of units worked	Rate of wages Basic D.A.	Wages earned Basic D.A. Overtime	Total					
1	2	3	4	5	6	7	8	9	10	11	12	13

F O R M III—contd.

Deduction from wages on account of						Total deductions.	Net amount payable	Acqui-tance with date	Remarks
Fines	Damage or loss	Loss caused to employer by neglect or default of employed persons	Amenities/ Service/ House-rent	Provident Fund/ Income-tax/ Postal Insurance/ Co-operative Societies	Other deductions				
14	15	16	17	18	19	20	21	22	23

F O R M IV

(See Rule 16 (3))

Register of Advances made of Employed Persons

Name of Establishmoint

Serial No.	Name of employed person	Father's or Husband's name	Nature of employment	Earn-ing during a wage period	Date and amount of advance	Purpose(s) for which advance made	Instalments for repayment of advances	Date of instalments	Date on which total amount repaid	Date of the worker or paid	Signature or thumb impression of the remarks
1	2	3	4	5	6	7	8	9	10	11	12
1											
2											
3											
4											

F O R M Rule V

(See — 17)

ANNUAL RETURN

Return for the year ending 31st December, 19.....

1. (a) Name of the Establishment, location and postal address
-
- **(b) Name and address of the Manager/Contractor
-
- **(c) Name of the Company/Firm owing the establishment and full address of its registered office
-
- (d) Name and residential address of the Managing Agent/ Director/Partner in-charge of the day-to-day affairs of the establishment
-
- **(e) Name and address of the person, if any, other than the Manager/Contractor, who is responsible for payment of wages in terms of the proviso to Section 3 of the payment of wages Act, 1936
-

2. Number of days worked during the year

*3. (a) Number of man-days worked during the year .

Children	Adults	Persons	Reserving less than Rs. 400 per month.

+ (b)	Average daily No. of persons employed during the year.	Persons receiving less than Rs. 400 per month.
Adults		
Children		
(c)	Gross amount paid as remuneration to persons, getting less than, Rs. 400 per month including deductions under Section 7 (2) is..... of which the amount due to profit-sharing bonus is..... and that due to + + money value of concessions is.....

4. Total wages paid including deductions under section 7(2) on the following accounts :

Persons receiving less than Rs. 400 per month.

(a) Basic wages including overtime wages and non-profit-sharing bonus.
(b) Dearness and other allowances in cash.
(c) Arrears of pay in respect of previous year paid during the year.

5. Number of cases and amount realised as :

Persons receiving less than Rs. 400 per month No. of amount cases.

(a) Fines
(b) Deductions for damage or loss.
(c) Deductions for breach of contract.

6. Disbursement from the fine fund :—

	Purpose	Amount
(a)		
(b)		
(c)		
(d)		

7. Balance of fines fund in hand at the end of the year

Signature.....

Designation.....

*this is the aggregate number of attendances during year.

**Strike off whichever is not applicable.

*The average daily number of persons employed during the year is obtained by dividing the aggregate number of attendances during the year by the number of working days.

*Money value of concessions should be obtained by taking the difference of the cost price paid by the employer and the actual price paid by the employees for supplies for essential commodities given free or at concessional rates.

FORM VI

(See Rule 22)

Abstract of the Payment of Wages Act, 1936 and the Rules made thereunder

1. The Act applies to the payment of wages to persons employed in any Industrial Establishments.

2. No employed person can give up by contract or agreement his rights under the Act.

DEFINITION OF WAGES

3. "Wages" means all remuneration whether salary, allowances or otherwise payable to a person employed in respect of his employment; or of work done in such employment:

Includes—

- (a) any remuneration payable under any award or settlement between the parties or order of a court;
- (b) any remuneration to which the person employed is entitled in respect of overtime work or holidays or any leave period;
- (c) any additional remuneration payable under the terms of employment;
- (d) any sum which by reason of the termination of employment of the person employed is payable under any law, contract or instrument which provides for the payment of such sum, whether with or without deductions, but does not provide for the time within which the payment is to be made;
- (e) any sum to which the person employed is entitled under any scheme framed under any law for the time being in force;

It excludes—

- (1) any bonus which does not form part of the remuneration payable under the terms of employment or which is not payable under any award or settlement between the parties or order of a court;
- (2) the value of any hours-accommodation, or of the supply of light, water, medical attendance or other amenity or of any service excluded from the computation of wages by an order of the Central Government;
- (3) any contribution paid by the employed to any pension or provident fund, and the interest which may have accrued thereon;
- (4) any travelling allowance or the value of any travelling concession;
- (5) any sum paid to the employed person to defray special expenses entailed on him by the nature of his employment; or
- (6) any gratuity payable on the termination of employment in cases other than those specified in sub-clause (d) (section 2(vi) of the Act).

Responsibility for and Method of Payment

4. The employer is responsible for the payment under the Act of wages to persons employed under him, and any contractor employing person is responsible for payment to the persons he employs.

5. Wage-periods shall be fixed for the payment of wages at intervals not exceeding one month.

6. Wages shall be paid on a working day within seven days of the end of the wage-period (or within 10 days if 1,000 or more persons are employed).

The wages of a person discharged shall be paid not later than the second working day after his discharge.

7. Payment in kind is prohibited.

Fines and Deductions.

8. No deductions shall be made from wages except those authorised under the Act. (See paragraphs 9-19 below).

9. (1) Fines can be imposed only for such acts and omissions as the employer may, with the previous approval of the Labour Commissioner, specify by a notice displayed at or

near the entrance of the workplace or places at the establishment and after giving the employed person an opportunity for explanation.

(2) Fines—

- (a) shall not exceed three paise in the rupee.
- (b) shall not be recovered by instalments or later than sixty days of the date of imposition.
- (c) shall be recovered in a register and applied to such purposes beneficial to the employed persons as are approved by the Inspector, and
- (d) shall not be imposed on an employed person who is under the age of fifteen years.

10. (a) Deductions for absence from duty can be made only on account of the absence of the employed person at times when he should be working and such deductions must not exceed an amount which is in the same proportion to his wages for the wage-period as the time he was absent in that period is to the total time he should have been at work.

(b) In ten or more employed persons, acting in concert, absent themselves without reasonable cause and without due notice, the deduction for absence can include wages for eight days in lieu of notice, but—

- (i) no deduction for breaking contract can be made from a person under fifteen or a woman;
- (ii) there must be provision in writing which forms part of the contract of employment or the certified Standing Orders, requiring that a specific period of notice of intention to cease work, not exceeding 15 days or the period of notice which the employer has to give to discharge a worker, must be given the employer and that wages may be deducted in lieu of such notice;
- (iii) the above provision must be displayed at or near the entrance of the work-place or places at the establishment or work place;
- (iv) no deduction of this nature can be made until a week's notice that this deduction is to be made has been posted at or near the main entrance of the work-place or places at the establishment or work-place;
- (v) no deduction must exceed the wages of the employed persons for the period by which the notice he gives of leaving employment, is less than the notice he should have given under his contract.

11. Deductions can be made for damage to or loss of goods expressly entrusted to an employed person for loss of money for which he is required to account, where such damage or loss is due to his neglect or default.

Such deduction cannot exceed the amount of the damage or loss caused and can be made only after giving the employed persons an opportunity for explanation.

12. Deductions can be made, equivalent to the value thereof, for house accommodation supplied by the employer or by the Government or any housing board set up under any law for the time being in force (whether the Government or the board is the employer or not) or any other authority engaged in the business of subsidising house accommodation which may be specified in this behalf by the Central Government; amenities and services (other than tools and raw materials) supplied by the employer; provided these are accepted by the employed person as a part of the terms of his employment and have in the case of amenities and services been authorised by order of the Central Government.

13. (a) Deductions can be made for the recovery of advance or for adjustment of overpayment of wages.

(b) Advances made before the employment began can only be recovered from the first payment of wages for a complete wage-period.

(c) Advances of whatever nature can be made at the employer's discretion during the employment.

14. Deductions can be made for subscription to and for repayment of advances from any recognised provident fund.

15. Deduction can be made for payment to co-operative societies approved by the Central Government or to the postal insurance, subject to any conditions imposed by the Central Government.

16. Deductions can be made for repayment of loans granted to the employed persons from funds constituted for welfare of labour.

17. Deductions can also be made for repayment of loans granted for house building and other purposes.

18. Deductions can also be made with the written authorisation of the person employed or payment of any premium on his life insurance policy to the Life Insurance Corporation of India or for the purchase of securities of the Government of India or of any State Government or for being deposited in any post office-savings bank in furtherance of any savings scheme of any such Government.

19. Any loss of wages resulting from withholding of increments or promotion, reduction to a lower post or time-scale or to a lower stage in a time-scale or suspension does not constitute deduction from wages within the meaning of the Act. For this purpose the rules framed by an employer in relation to his employees in the establishment for the purpose of any of the aforesaid penalties shall provide that—

- (i) any such penalty as aforesaid, except the penalty of suspension, shall not be imposed unless the person concerned—
- (ii) (a) has been informed for the charges in respect of which it is proposed to impose the penalty;
- (b) has been given a reasonable opportunity of showing cause why the proposed penalty should not be imposed;
- (iii) the person concerned is given a right of appeal against any order imposing the penalty.

INSPECTION

20. An Inspector can enter on any premises and can exercise the powers of inspection (including examination of documents and taking of evidence) as he may deem necessary for carrying out the purposes of the Act.

Complaints of Deductions or Delays

21. (a) Where irregular deductions are made from wages, or delays in payment take place, an employed person can make an application in the prescribed form within 12 months to the Authority appointed by the Central Government for the purpose. An application delayed beyond this period may be rejected unless sufficient cause for delay is shown.

(b) Any legal practitioner, official of a registered trade union, Inspector under the Act or other person acting with the authority can make the complaint on behalf of an employed person.

(c) A single application may be presented by, or on behalf of any number of persons belonging to the same establishment the payment of whose wages has been delayed.

Action by the Authority

22. The authority may award compensation to the employed person in addition to ordering the payment of delayed wages or the refund of illegal deductions.

If a malicious or vexatious complaint is made, the authority may impose a penalty not exceeding Rs. 50/- on the applicant and order that it be paid to the employer.

In a case in which compensation is directed to be paid under section 15(3) the authority may direct that a penalty not exceeding fifty rupees be paid to the State Government by the employer or any other person responsible for the payment of wages.

Appeal against the Authority

23. An appeal against an order dismissing either wholly or in part an application or against a direction may be preferred within 30 days to the District Court :—

- (a) by the employer if the total amount directed to be paid exceeds Rs. 300/-;
- (b) by an employed person or any legal practitioner or any official of a registered trade union authorised in writing to act on his behalf, or any Inspector under the Act or any other person permitted by authority to make an application, if the total amount of wages withheld from him exceeds Rs. 20 from unpaid group to which he belongs or belonged exceeds fifty rupees;
- (c) by a person directed to pay a penalty for a malicious or vexatious application.

Punishments for Breaches of the Act.

24. Any one tried for delaying the payment of wages beyond the due date, or making any unauthorised deduction from wages is liable to a fine up to Rs. 300 but only if prosecuted with the sanction of the Authority or the Appellate Court.

25. The employer who—

- (1) does not fix a wage-period, or
- (2) makes payment in kind, or
- (3) fails to display at or near the main entrance of the work-place or places at the establishment work-place this abstract in English and in the language of the majority of the employed persons, or
- (4) breaks certain rules made under the Act.

is liable to fine not exceeding Rs. 200.

A complaint to this effect can be made only by the Inspector or with his sanction.

The 1st April 1977

No. ADM/LAW/CRPC/PP(10)/77.—In exercise of the powers conferred by Section 24(2) of the Code of Criminal Procedure, 1973 (No. 2 of 1974), the Administrator, Dadra and Nagar Haveli hereby extends the period of appointment of Shri S. G. Kapadia, Public Prosecutor for a further period upto 30-9-77.

By order of the Administrator,
JANAK JUNFJA.
Secretary to the Administrator,
Dadra and Nagar Haveli,
Silvassa.